

056 - EMPLOYEE BENEFITS

Operational Summary

Description:

Employee Benefits administers a wide variety of self-funded benefits and group insurance plans for County employees, retirees and their dependents.

Strategic Goals:

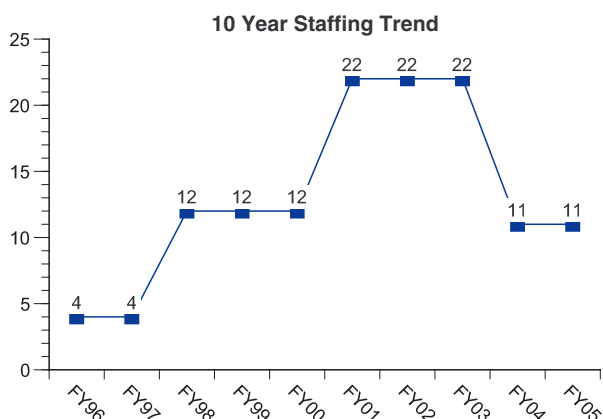
- The Employee Benefits Division supports the Human Resources Department's Business and Strategic Plan as they relate to the design, implementation and administration of employee benefits programs.

FY 2004-05 Key Project Accomplishments:

- Employee Benefits' revenues and expenditures are anticipated to be within Net County Cost limit primarily due to savings in professional services contract as a result of the Extra Help Defined Benefit Retirement Plan being brought back in-house as well as savings generated as a result of a Request for Proposal for the Employee Assistance Program.

Employee Benefits - Employee Benefits designs, implements and administers a wide variety of self-funded benefits and group insurance plans for County employees, retirees and their dependents.

Ten Year Staffing Trend:



Ten Year Staffing Trend Highlights:

- Employee Benefits implemented the County of Orange Benefits Center on January 1, 2003. The Benefits Center allows employees and retirees to access their benefits

At a Glance:

Total FY 2004-2005 Projected Expend + Encumb:	4,829,987
Total Recommended FY 2005-2006	2,151,678
Percent of County General Fund:	0.08%
Total Employees:	11.00

information via the Web Site and/or the Benefits Center Toll-Free Benefits Resource Line resulting in streamlined administration and enrollment of the Employee Benefits functions. As a result, one position was deleted mid-year of FY 02-03 and 10 positions were deleted in the FY 03-04 budget.

- For FY 1996-97 through FY 1999-2000, the number of Employee Benefits positions were lower due to the majority of the employees were Auditor-Controller employees.

Budget Summary

Plan for Support of the County's Strategic Priorities:

The Employee Benefits Division supports the Human Resources Department's Business and Strategic Plan as they relate to the design, implementation and administration of employee benefits programs.

Changes Included in the Recommended Base Budget:

The allocation of Optional Benefit Plan (OBP) costs formerly in Agency 056 is being included in departments'/agencies' budgets starting FY 05-06, thereby eliminating the need for Agency 056 to fund all OBP and cost apply the departments. The appropriate Net County Cost allocations were transferred from Agency 056 to the different agencies whose OBP costs were previously funded by General Fund in Agency 056.

The administration of the Extra Help Defined Benefit Plan continues to be performed in-house resulting in substantial savings in administrative costs (approximately \$100,000 annually).

Proposed Budget History:

Sources and Uses	FY 2003-2004	FY 2004-2005	FY 2004-2005	FY 2005-2006	Change from FY 2004-2005	
	Actual	Budget As of 3/31/05	Projected ⁽¹⁾ At 6/30/05	Recommended	Projected Amount	Percent
Total Positions	-	11	11	11	0	0.00
Total Revenues	1,866,021	4,822,245	1,968,856	991,454	(977,402)	-49.64
Total Requirements	4,502,999	8,397,794	4,836,316	2,151,678	(2,684,638)	-55.50
Net County Cost	2,636,978	3,575,549	2,867,460	1,160,224	(1,707,236)	-59.53

(1) Requirements include prior year encumbrance and expenditures. Therefore, the above totals may not match FY 2004-05 projected requirements included in "At a Glance" (Which exclude these).

Detailed budget by expense category and by activity is presented for agency: Employee Benefits in the Appendix on page page 517

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Summary of Proposed Budget by Revenue and Expense Category:

Revenues/Appropriations	FY 2003-2004		FY 2004-2005		FY 2004-2005		Change from FY 2004-2005	
	FY 2003-2004		Budget		Projected ⁽¹⁾		Projected	
	Actual		As of 3/31/05		As of 6/30/05		Amount	Percent
Charges For Services	\$ 706,356	\$	3,682,445	\$	789,375	\$	941,454	\$ 152,079 19.26%
Miscellaneous Revenues	1,159,665		1,139,800		1,179,481		50,000	(1,129,481) -95.76
Total Revenues	1,866,021		4,822,245		1,968,856		991,454	(977,402) -49.64
Salaries & Benefits	781,866		1,129,659		896,058		1,085,494	189,436 21.14
Services & Supplies	8,156,913		9,105,110		8,563,750		3,765,912	(4,797,838) -56.02
Intrafund Transfers	(4,435,780)		(1,836,975)		(4,623,492)		(2,699,728)	1,923,764 -41.60
Total Requirements	4,502,999		8,397,794		4,836,316		2,151,678	(2,684,638) -55.50
Net County Cost	\$ 2,636,978	\$	3,575,549	\$	2,867,460	\$	1,160,224	\$ (1,707,236) -59.53%

(1) Requirements include prior year encumbrance and expenditures. Therefore, the above totals may not match FY 2004-05 projected requirements included in "At a Glance" (Which exclude these).